



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, U.S. ARMY MEDICAL COMMAND**  
**2050 WORM ROAD**  
**FORT SAM HOUSTON, TEXAS 78234-6000**

REPLY TO  
ATTENTION OF

MCCG-EO (600-20)

3 OCT 2000

MEMORANDUM FOR ALL PERSONNEL, **U.S. ARMY MEDICAL COMMAND**

SUBJECT: Commander's Policy Statement on Sexual Harassment

1. U.S. Army Medical Command (MEDCOM) defines one of our core values **as** a focus on people, meaning courtesy, compassion, and respect for individuals. Consequently, MEDCOM military and civilian personnel must be allowed to live and work in environments free from unsolicited and unwelcome sexual advances or behaviors.

Recent events have clearly demonstrated that sexual harassment can impact the spirit of an organization and adversely affect mission accomplishment.

2. I will not tolerate sexually harassing behavior by any member of the MEDCOM. Individuals in command or supervisory positions must lead by example and will be held accountable for maintaining discrimination-free environments for all personnel and military family members. Those engaging in sexual harassment or permitting others to continue harassing behaviors will be dealt with swiftly, in accordance with regulation, law, and policy.

3. Sexual harassment is defined **as** a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or

b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or

c. Such conduct has the purpose or effect of unreasonably interfering with **an** individual's work performance or creates an intimidating, hostile or offensive working environment.

4. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee is engaging in sexual harassment. Similarly, any soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

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5. It is important that sexual harassment be clearly understood. Therefore, all MEDCOM military and civilian personnel (managers, supervisors, and employees) will participate in progressive interactive small group sexual harassment training twice each year. Soldiers must understand what sexual harassment is, how to recognize it, how to prevent it, how to report it and the consequences of engaging in sexual harassment. Training will review both military EO and civilian EEO informal and formal complaint procedures. Individuals must feel free to report instances of sexual harassment without fear of reprisal. Personnel must be confident that a prompt inquiry will be conducted into each reported incident.

6. Commanders will document Prevention of Sexual Harassment (POSH) training on the unit's training schedule and on individual soldier training records. Documentation will include type, instructor, date, time, length of training, roster of attendees, and issues covered in the session. The chain of command and EOAs will also attend and participate in POSH sessions.

7. I expect the personal involvement and commitment of each individual, at all levels, to ensure elimination and prevention of sexual harassment.

8. You will place this policy statement on all official bulletin boards.



JAMES B. PEAKE  
Lieutenant General  
Commanding